



District of Columbia
Interagency Council on Homelessness



September 10, 2019

Meeting Agenda



- I. Welcome and Opening Remarks
- II. Public Comments
- III. FY2020 Winter Plan
- IV. Income & Earnings Analysis
- v. Adjournment

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Winter Plan Overview



- ❖ HSRA mandates that we have an approved plan by September of each year
- ❖ Purpose of Winter Plan is to protect individuals and families experiencing homelessness from cold weather injury/harm
- ❖ Covers period from Nov 1 – March 31
- ❖ No significant operational changes in 2019-2020 season

Process for Developing Winter Plan



- ❖ Review of FY19 operations by Emergency Response and Shelter Operations (ERSO) Committee
 - Multiple debrief sessions: individuals, families, youth
 - Feedback from agency partners, providers, advocates and consumers
- ❖ Shelter Capacity Work Group developed estimates of number of beds/units needed during FY20 season
- ❖ Draft plan reviewed by ERSO Committee in July
- ❖ Final plan reviewed/approved by ERSO Committee in August

Contents of the Winter Plan



- ❖ Strategies for publicizing the plan
- ❖ Process for calling alerts
- ❖ Plan for expanding shelter capacity throughout the season (type, capacity, location, hours)
- ❖ Transportation services
- ❖ Coordination of other services (street outreach, supplies, etc.)
- ❖ Special considerations for subpopulations (e.g., LGBTQ, DV, undocumented immigrants)
- ❖ Process for filing complaints and grievances

Winter Plan



Questions?

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Income & Earnings Analysis: Key Context

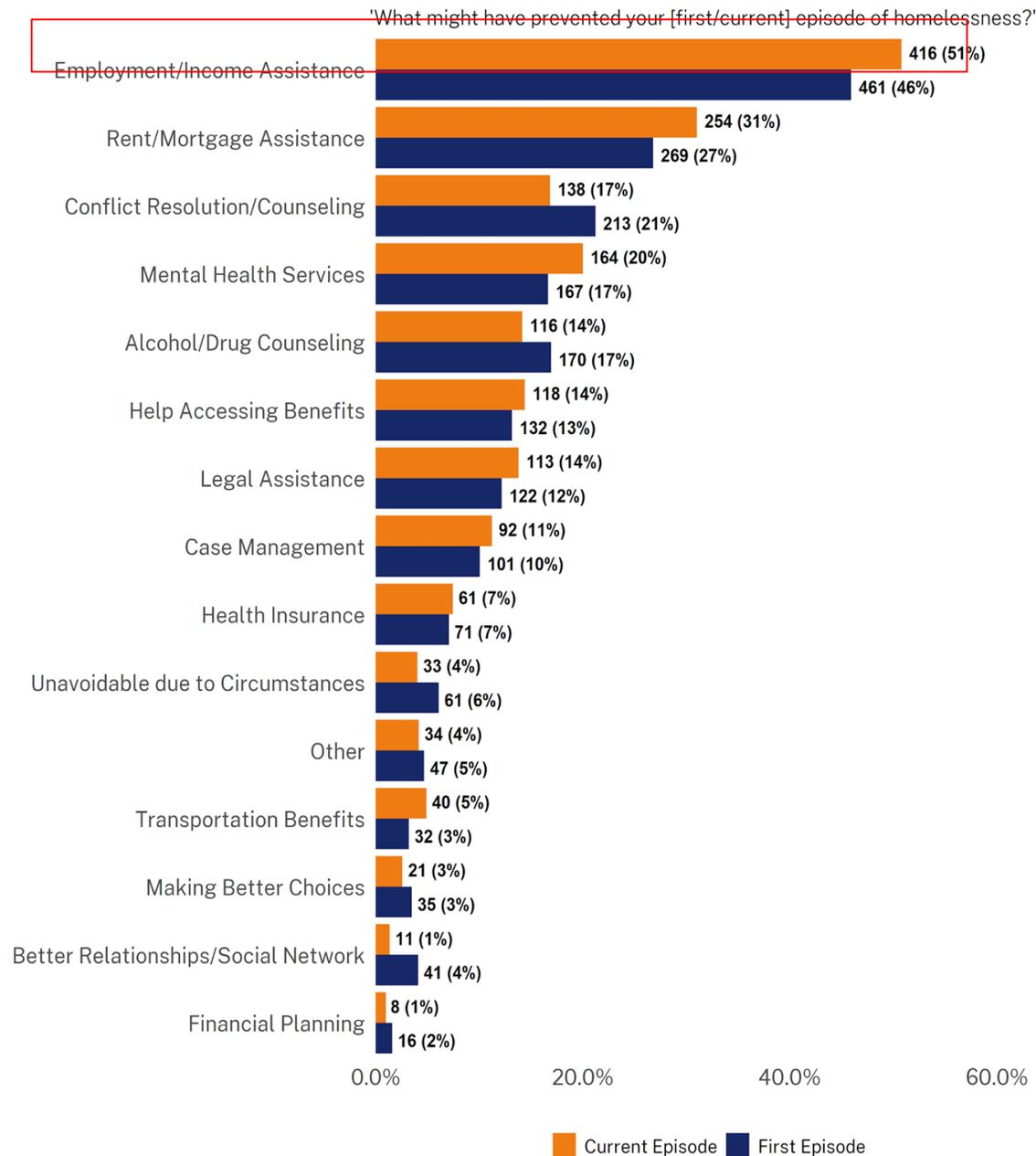


- ❖ Strategic Planning Committee is working on update to the Homeward DC plan.
- ❖ Inflow analysis completed in summer of 2018 suggests that far fewer individuals are able to “self-resolve” than originally anticipated.
 - Original data estimated 30% of people would self-resolve with a shelter stay only. Inflow analysis suggests this number may be closer to 12%.
- ❖ PIT+ survey data, shared at June Full Council meeting, points to lack of employment and income as a primary cause of homelessness, as cited by people experiencing homelessness.

PIT+ Data: People want a job.



Preventing First and Current Homelessness

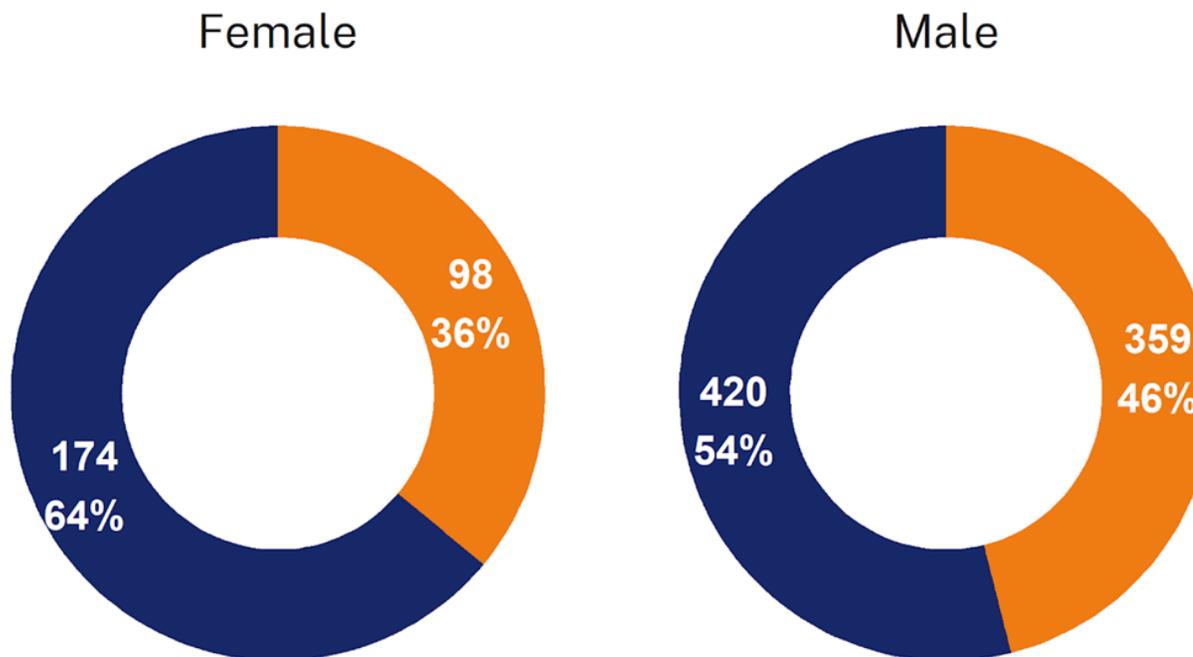


First Episode: 1,954 responses from 1,004 respondents
 Current Episode: 1,632 responses from 819 respondents

PIT+ Data: People want a job.



Employment/Income Assistance Would Prevent First Homeless Episode



- Employment/Income Assistance Would Prevent First Episode of Homelessness
- Did not Report Employment/Income Assistance Would Prevent First Episode of Homelessness

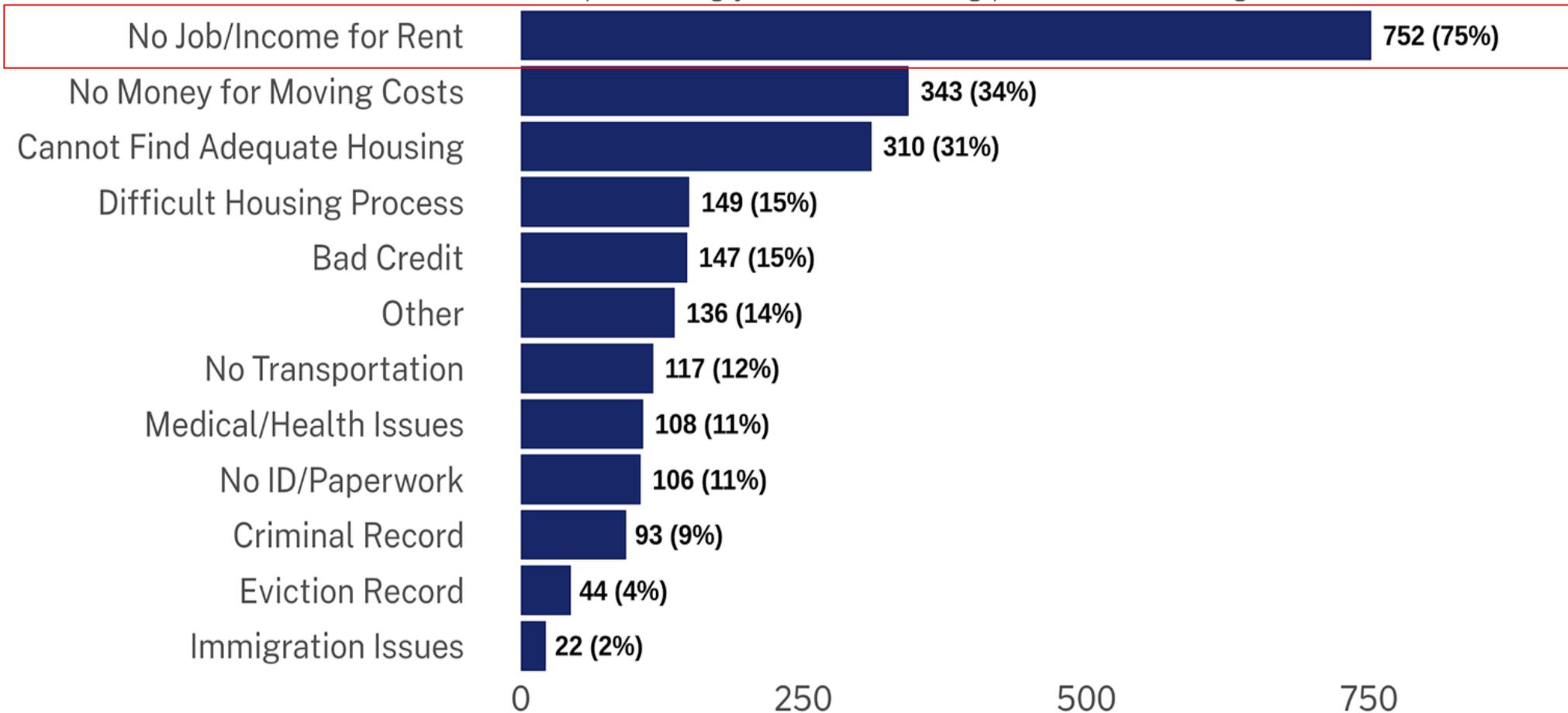
n = 1,051, p < 0.01

PIT+ Data: People want a job.



Barriers to Permanent Housing

'What is preventing you from obtaining permanent housing?'



2,327 responses from 1,001 respondents

Preliminary
Analysis:

Homelessness, Earnings, and Employment Services in the District of Columbia

Nat Mammo, Nami Mody, Setareh Yelle, Peter Casey, Sam
Quinney

September 10th, 2019



Please note that these analyses are preliminary and subject to change and refinement. They are meant only for initial discussions and will be followed by a written report.

These analyses are purely descriptive. None of the analyses should be interpreted to say anything about the effectiveness of homeless or employment services in DC.

Listen

Design

Do Something

Test

Decide

Repeat



THE **LAB** @ DC

Listen

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THE **LAB** @ DC

Data Sources

To our knowledge, this analysis is the first of its kind in DC. It illustrates a first step within a broader effort to inform the Homeward DC plan. Many thanks to DOES and The Community Partnership for support ICH and The Lab @ DC this interagency effort.

Multiple sets of data were combined for this analysis using Social Security Numbers (SSN).

The data contained information from 2015 - 2018 on:

- Use of Homeless Services (HMIS)
- Quarterly Earnings from Employers based in DC
- Use of DOES Employment Services

We found SSNs for 87% of adults in the homelessness data. 98% of this group was accurately matched with their employment services data.

Key Limitations

- Our analysis explains **what** is happening, but not **why**.
- Our analysis does not measure full-time vs. part-time employment, only wages.
- People with serious mental illness (SMI), substance use disorder (SUD), and those in Permanent Supportive Housing (PSH) have been included in this analysis for informative purposes. It does not mean there is an expectation of full economic self-sufficiency for those individuals or for everyone in the CoC.
- Our analysis **underestimates** how much adults experiencing homelessness earn and how much they use employment services. The actual numbers are likely higher, because:
 - a. We have wage data from DC-based employers, but not MD, VA, or federal employers.*
 - b. We only have wage data from formal employment.
 - c. We only report use of DOES employment services.
 - WIC, DDS, DHS, OSSE, and DBH also provide substantial employment services in DC.
 - d. A correct SSN is needed to be able to match HMIS and DOES data.

*In 2015, 67% of DC residents worked their primary job in DC. 31.5% worked in MD or VA. (Source: DOES Office of Labor Market Information)

Presentation Definitions

Employed or **Earning** means an adult has reported wages in the given time period. This does not include benefit income, only wages from DC-based employers.

Stably Employed or **Stably Earning** means an adult has reported wages for four consecutive quarters. This does not mean that someone is employed full-time, that they are consistently employed throughout the quarter, or that they earn a meaningful amount each quarter.

Use of Employment Services varies greatly. It could mean everything from using a DOES computer for a job search to participating in an intensive transitional employment program, like Project Empowerment. Only includes DOES services.

Use of Homeless Services or **in the Continuum of Care (CoC)** includes Emergency Shelter, Transitional Housing, Rapid Re-Housing, Targeted Affordable Housing, and Permanent Supportive Housing.

Program Exit is only calculated for Transitional Housing and Rapid Re-Housing users. A person exits Transitional Housing or Rapid Re-Housing when: 1) there is a recorded program end date in HMIS + 2) no Transitional Housing /Rapid Re-Housing re-entry in the quarter immediately following exit.

A Return to Homeless Services is defined as any interaction with the Continuum of Care, broadly defined, including an assessment, meal assistance, etc. A “return” does not necessarily mean a return to Rapid Re-Housing or Transitional Housing.

Note: Use of employment services while in the CoC means a person used employment services at some point during the same quarter they were in the CoC.

Population Size + Analysis Time Frame

All analyses cover January 2015 - December 2018. In those four years:

30,800 accompanied and unaccompanied adults used homeless services in the District.

11,700 adults using homeless services also earned wages from a DC-based employer.

9,400 adults using homeless services also used DOES employment services.

6,700 earning adults using homeless services also used employment services.

Please note that these analyses are preliminary and subject to change. All analyses are descriptive, and not meant to be interpreted as causal.

Key Takeaways

1. About 45% of families and 20% of single adults earn at some point during the calendar year they are in the CoC, but few are consistently earning throughout the year.
2. Earning, however, does not mean earning enough. While in the CoC, 2% of earning families and 4% of earning singles make at least 50% AMI. Fifty percent AMI for a family of four was \$58,600 in 2018.
3. On average, participants in Rapid Re-Housing and Transitional Housing experience a meaningful increase in earnings after entering the CoC. Of adults not stably employed at entry, few (7% of singles and 15% of adults in families) gain stable employment while in Rapid Re-Housing or Transitional Housing.
4. About 1 in 5 adults use DOES employment services while in the CoC. Women, younger individuals, and those in families use employment services at higher rates than others.
5. Searching for a job at an American Job Center is the most common use of employment services while in the CoC.
6. Over time, those who use employment services earn more than those who don't.

***Please note that these analyses are preliminary and subject to change.
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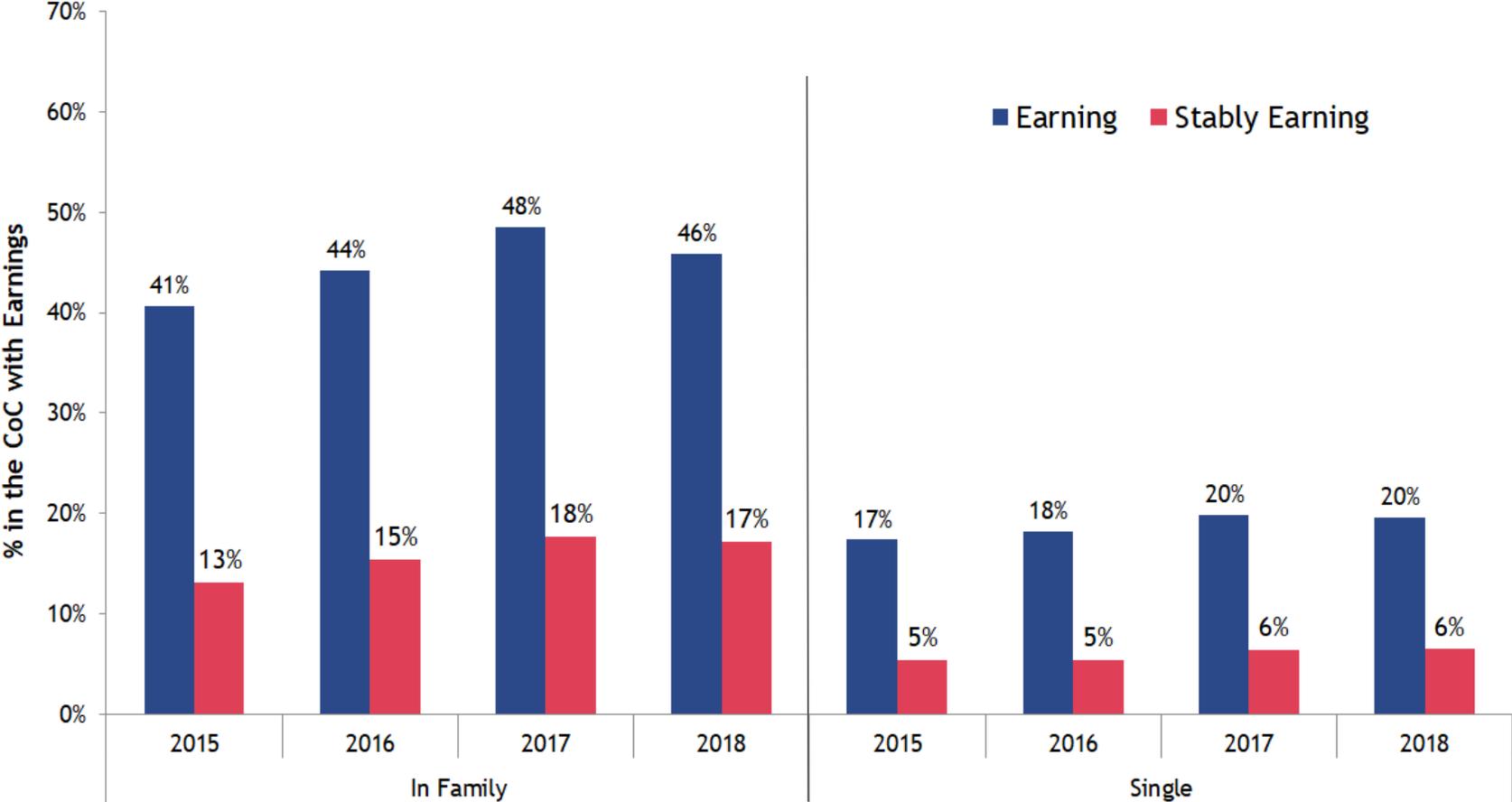
#1

EMPLOYMENT

About 45% of families and 20% of single adults earn at some point during the calendar year they are in the CoC, but few are consistently earning throughout the year.

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In 2018, 46% of families earned at all, compared to 20% of single adults. However, only 17% of adults in families were stably earning (earning during each quarter of the year).



Group Sizes
 '15: 4,329 families
 '16: 5,092 families
 '17: 4,958 families
 '18: 5,093 families
 '15: 10,578 adults
 '16: 10,759 adults
 '17: 11,647 adults
 '18: 12,430 adults

Please note that these analyses are preliminary and subject to change. All analyses are descriptive, and not meant to be interpreted as causal.

#2

EARNINGS

Earning, however, does not mean earning enough. While in the CoC, 2% of earning families and 4% of earning singles make at least 50% AMI. Fifty percent AMI for a family of four was \$58,600 in 2018.

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On average, earning adults in families and single adults earn similar amounts per quarter while in the CoC. In both groups, women earn less than men (about \$1,300 v. \$1,500/month, respectively).

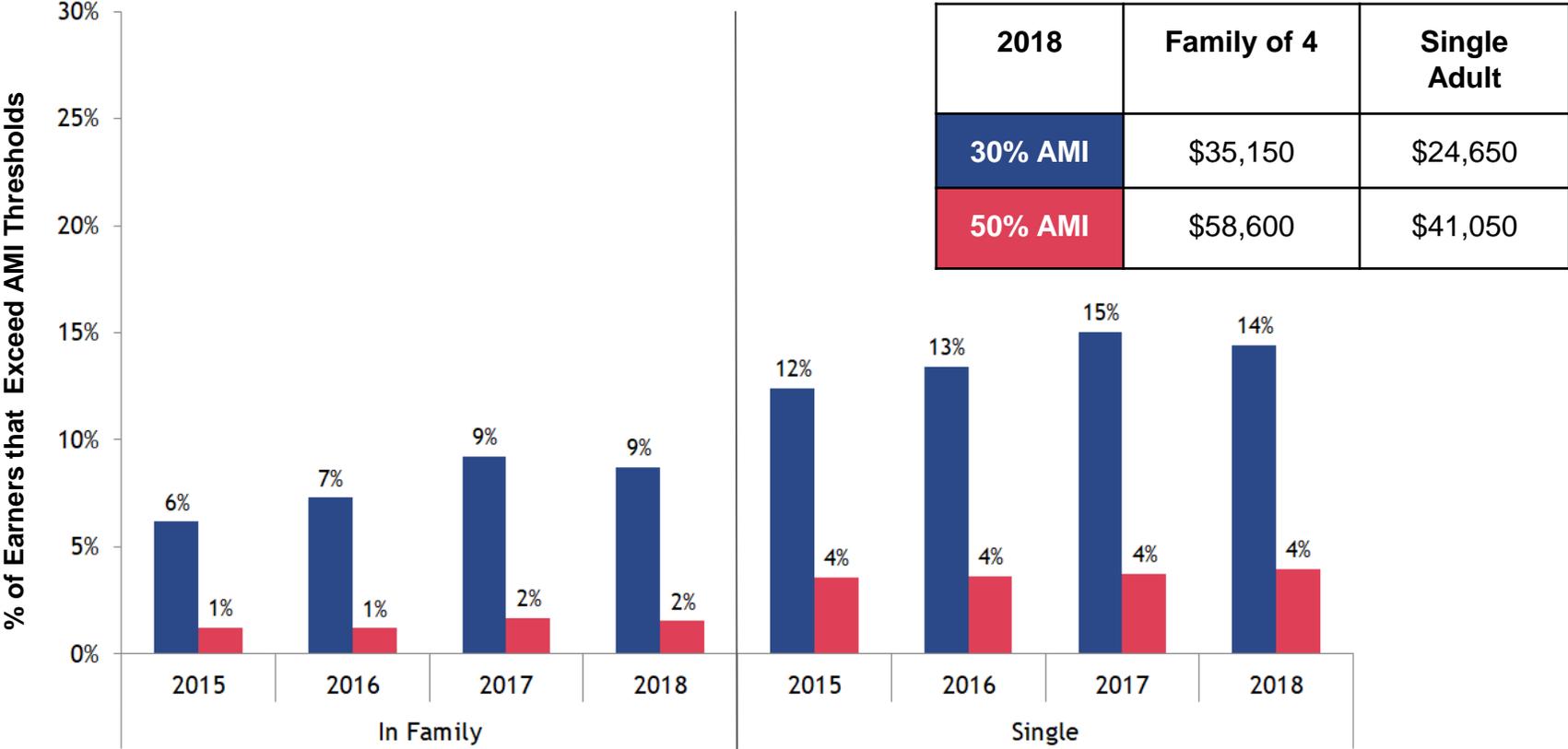
Quarterly Wages

	Men	Women	Difference
In Family	\$4,475	\$3,889	\$586
Single Adult	\$4,225	\$3,815	\$410
Difference	\$250	\$74	

Group Sizes
 Men / In Family: 864
 Women / In Family: 3,257
 Men / Single: 3,089
 Women / Single: 1,307

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Nine percent of families made at least 30% Area Median Income (AMI). About 2% made 50% AMI. Similarly, 14% of single adults made at least 30% AMI. Only 4% made at least 50% AMI



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5 MINUTES

DISCUSSION

#3

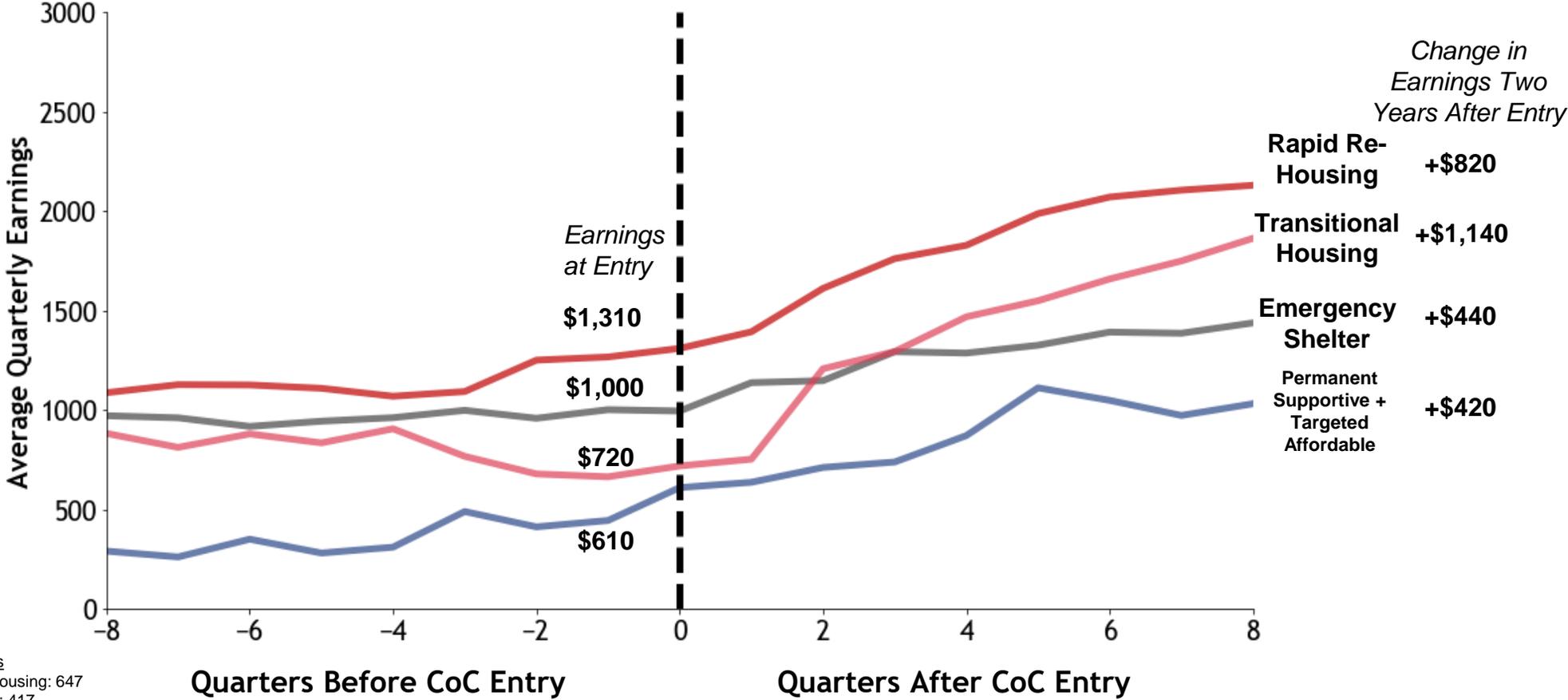
GAINS IN EMPLOYMENT + WAGES

On average, participants in Rapid Re-Housing and Transitional Housing experience a meaningful increase in earnings after entering the CoC.

Of adults not stably employed at entry, few (7% of singles and 15% of adults in families) gain stable employment while in Rapid Re-Housing or Transitional Housing.

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Adults earners in Rapid Re-Housing and Transitional Housing programs experience larger gains in earnings after CoC entry than adults in Emergency Shelter and Permanent Supportive or Targeted Affordable Housing.



Group Sizes
 Rapid Re-Housing: 647
 Transitional: 417
 Emergency: 1,713
 Permanent: 142

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While in a Rapid Re-Housing or Transitional Housing program,* 7% of single adults (who did not have stable employment at entry) gained stable employment, and 93% did not. 22% of this group used homeless services a year after exit, compared with 30% of adults who did not gain stable employment.

While in Rapid Re-Housing or Transitional Housing	% of Single Adults	# of Single Adults	Returned for Homeless Services w/n 1 Year After Exit	Did Not Return for Homeless Services w/n 1 Year After Exit
Gained Stable Employment	7%	174	22%	78%
Did Not Gain Stable Employment	93%	2,491	30%	70%

*This slide's analysis only includes people who entered Rapid Re-Housing or Transitional Housing between Q1 2015 and Q4 2016, to allow time to elapse after they exited programs. People in Permanent Supportive Housing at any point between 2015 and 2018 are not included.

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While in a Rapid Re-Housing or Transitional Housing program,* 15% of adults in families (who did not have stable employment at entry) gained stable employment, and 85% did not. Both groups, however, used homeless services at similar rates within the year of exiting the programs.

While in Rapid Re-Housing or Transitional Housing	% of Adults in Families	# of Adults in Families	Returned for Homeless Services w/n 1 Year After Exit	Did Not Return for Homeless Services w/n 1 Year After Exit
Gained Stable Employment	15%	164	29%	71%
Did Not Gain Stable Employment	85%	951	31%	69%

*This slide's analysis only includes people who entered Rapid Re-Housing or Transitional Housing after Q1 2015 and exited before Q4 2017, to allow time to elapse after they exited programs. People in Permanent Supportive Housing at any point between 2015 and 2018 are not included. 32

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5 MINUTES

DISCUSSION

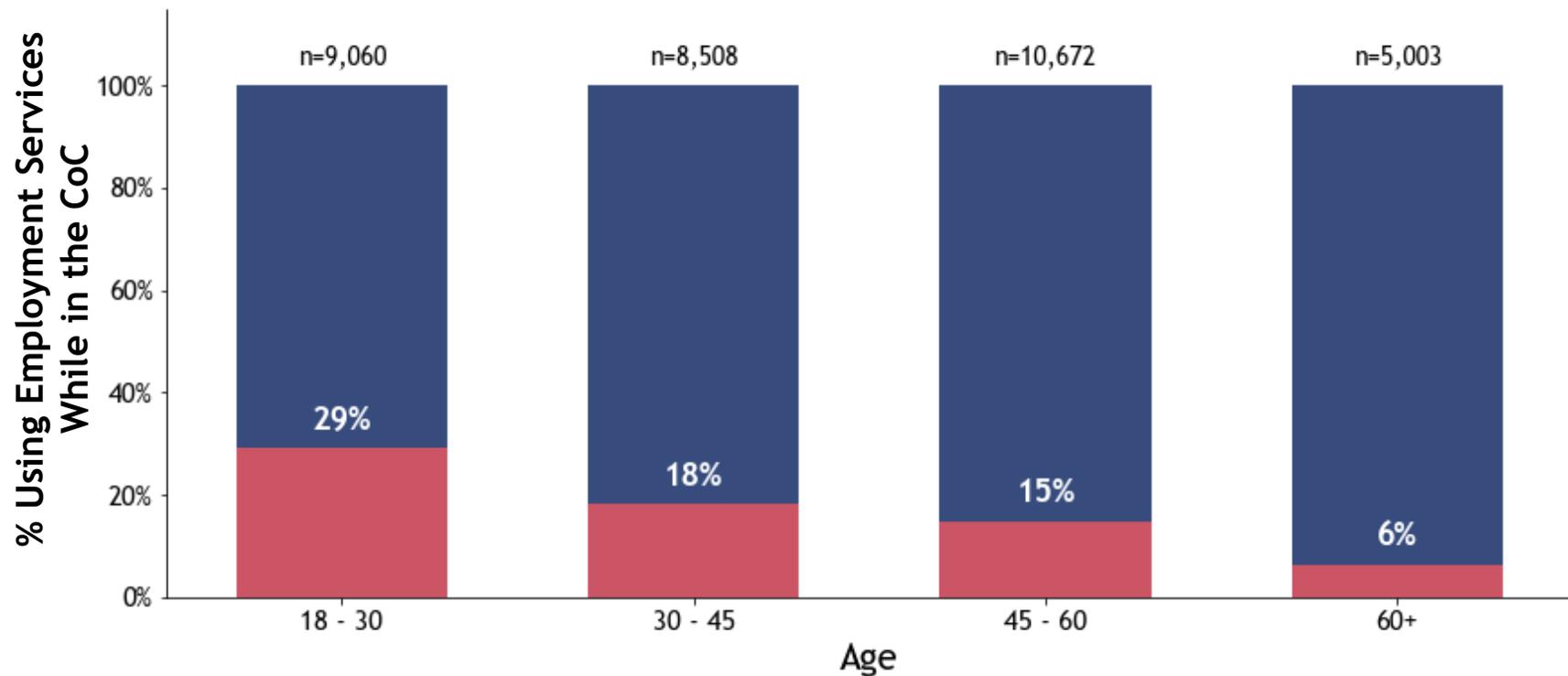
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WHO USES EMPLOYMENT SERVICES

About 1 in 5 adults use DOES employment services while in the CoC. Women, younger individuals, and those in families use employment services at higher rates than others.

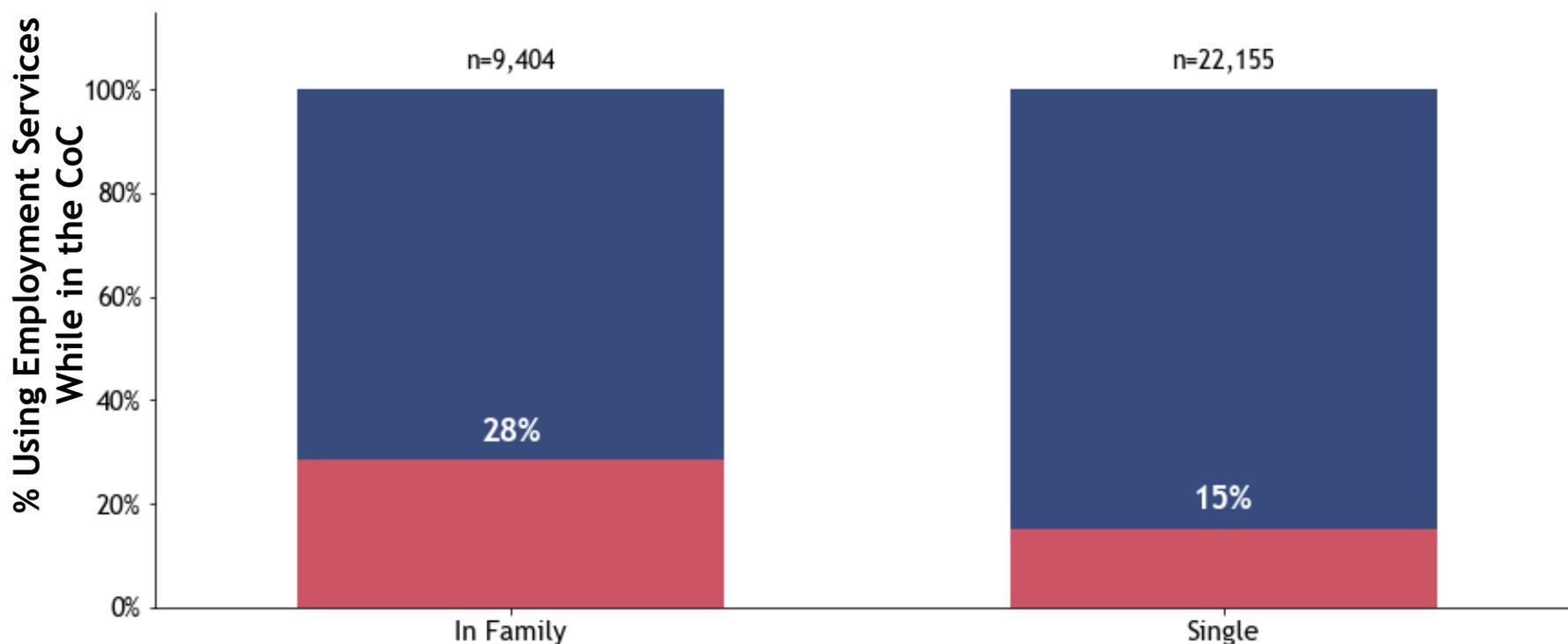
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Twenty-nine percent of all those aged 18-30 used employment services while in the CoC. Usage rates decrease as age increases.



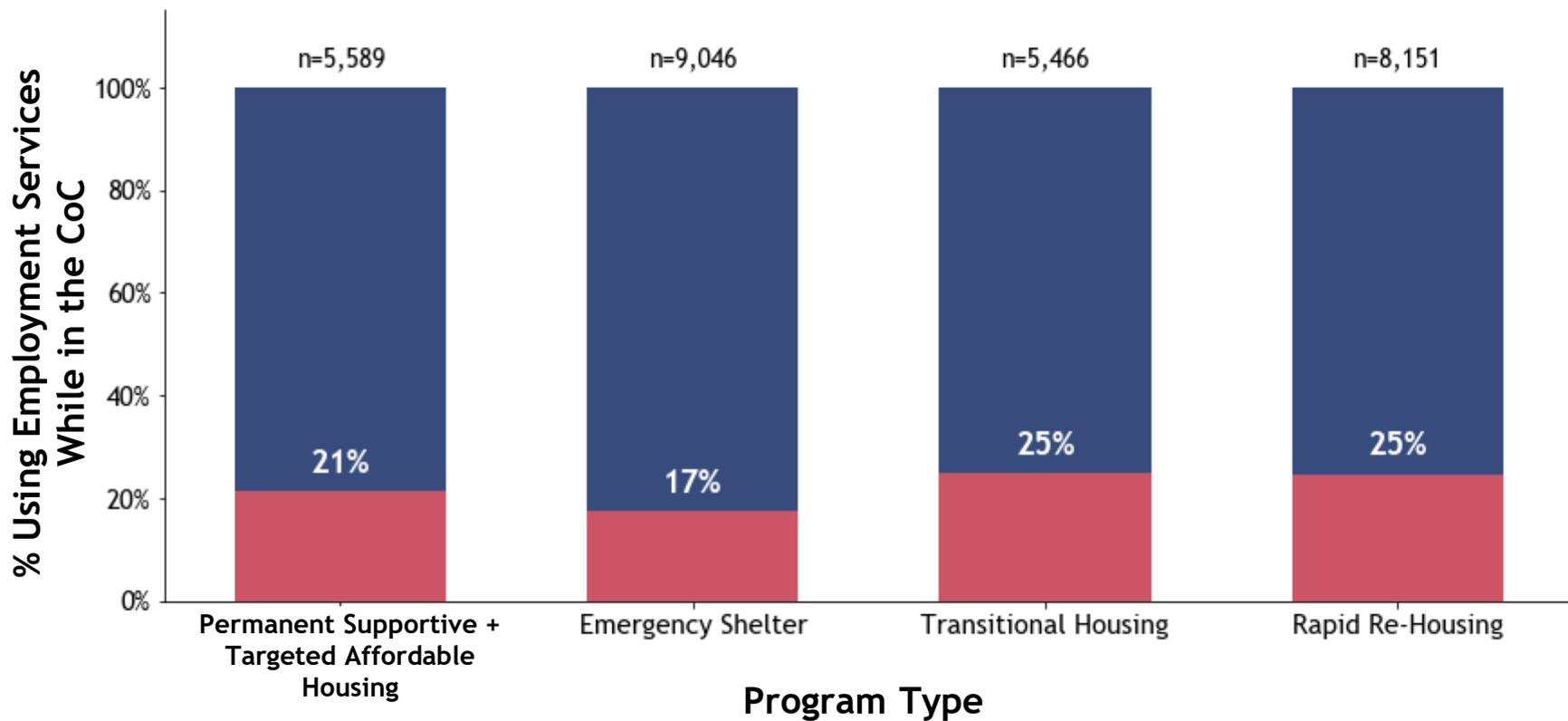
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Twenty-eight percent of adults in families used employment services while in the CoC, compared with 15% of single adults. There is a similar difference across gender: 25% of women and 16% of men use employment services while in the CoC. This analysis is not limited to people who are healthy and of working age.



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Employment services are used at similar rates across homeless program types.



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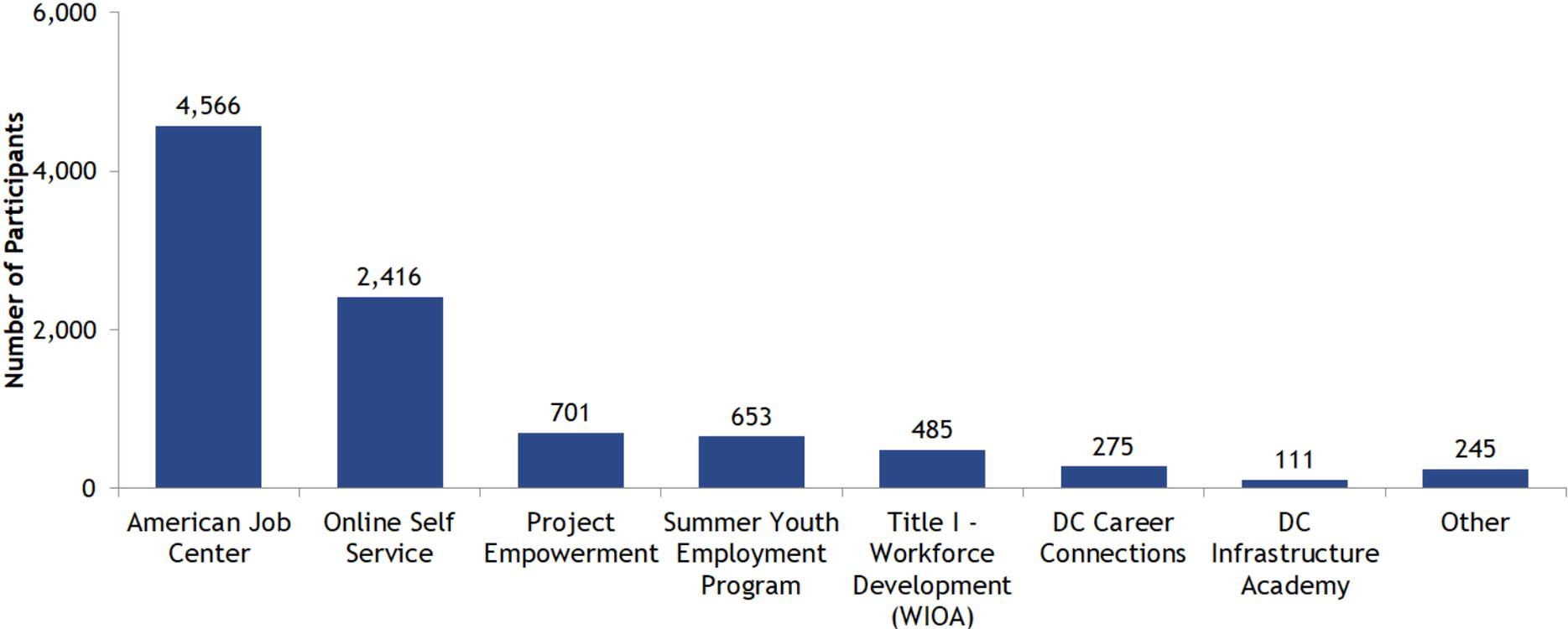
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EMPLOYMENT SERVICES USED

Searching for a job at an American Job Center is the most common use of employment services while in the CoC.

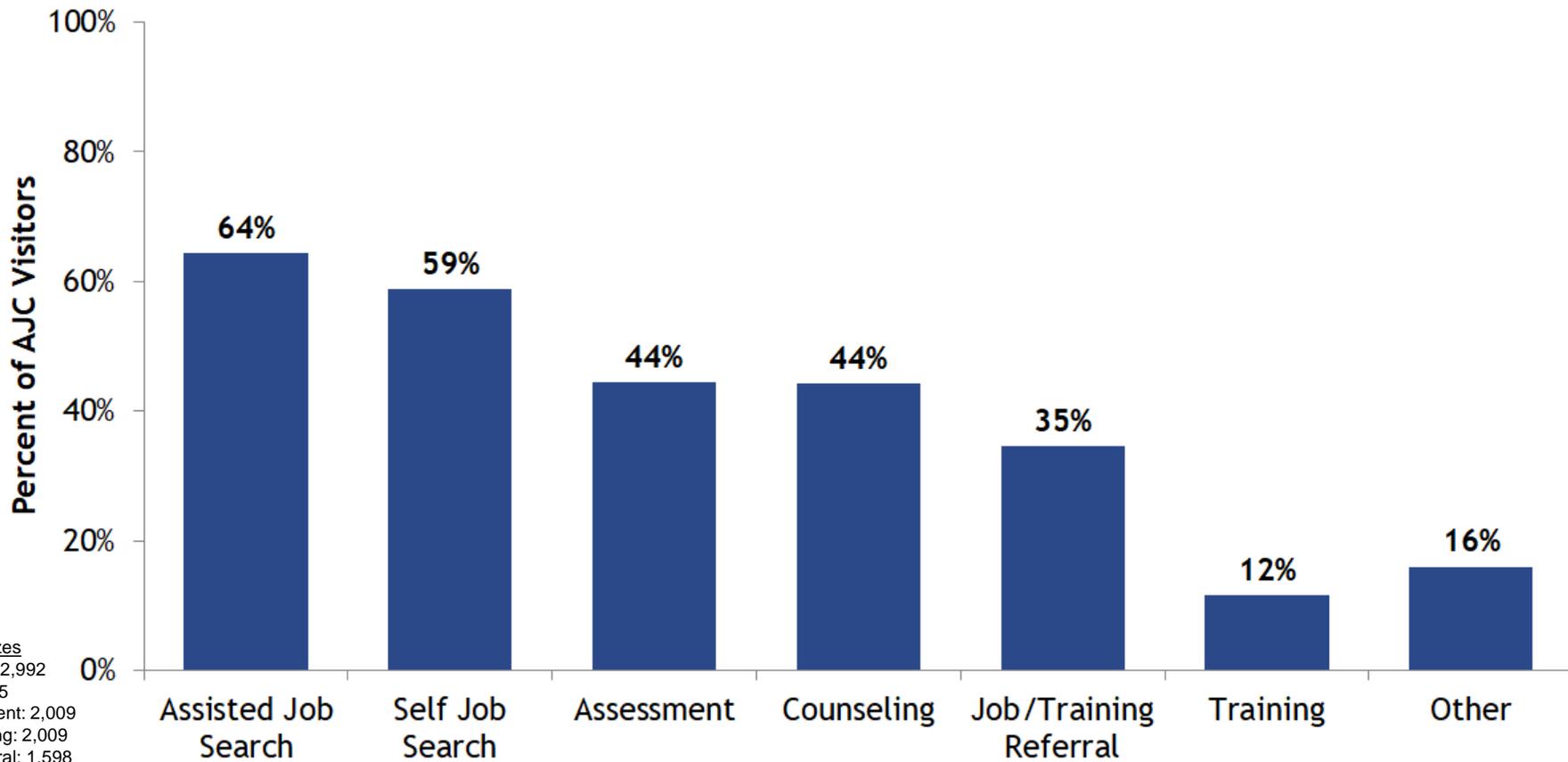
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Employment services were most often used at an American Job Center (AJC). The AJC Headquarters on Minnesota Ave was the most popular location, visited by 2,000 people while in the CoC.



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Sixty-four percent of individuals who visit an American Job Center while in the CoC receive assistance with a job search.



Group Sizes
Assisted: 2,992
Self: 1,425
Assessment: 2,009
Counseling: 2,009
J/T Referral: 1,598
Training: 548
Other: 731

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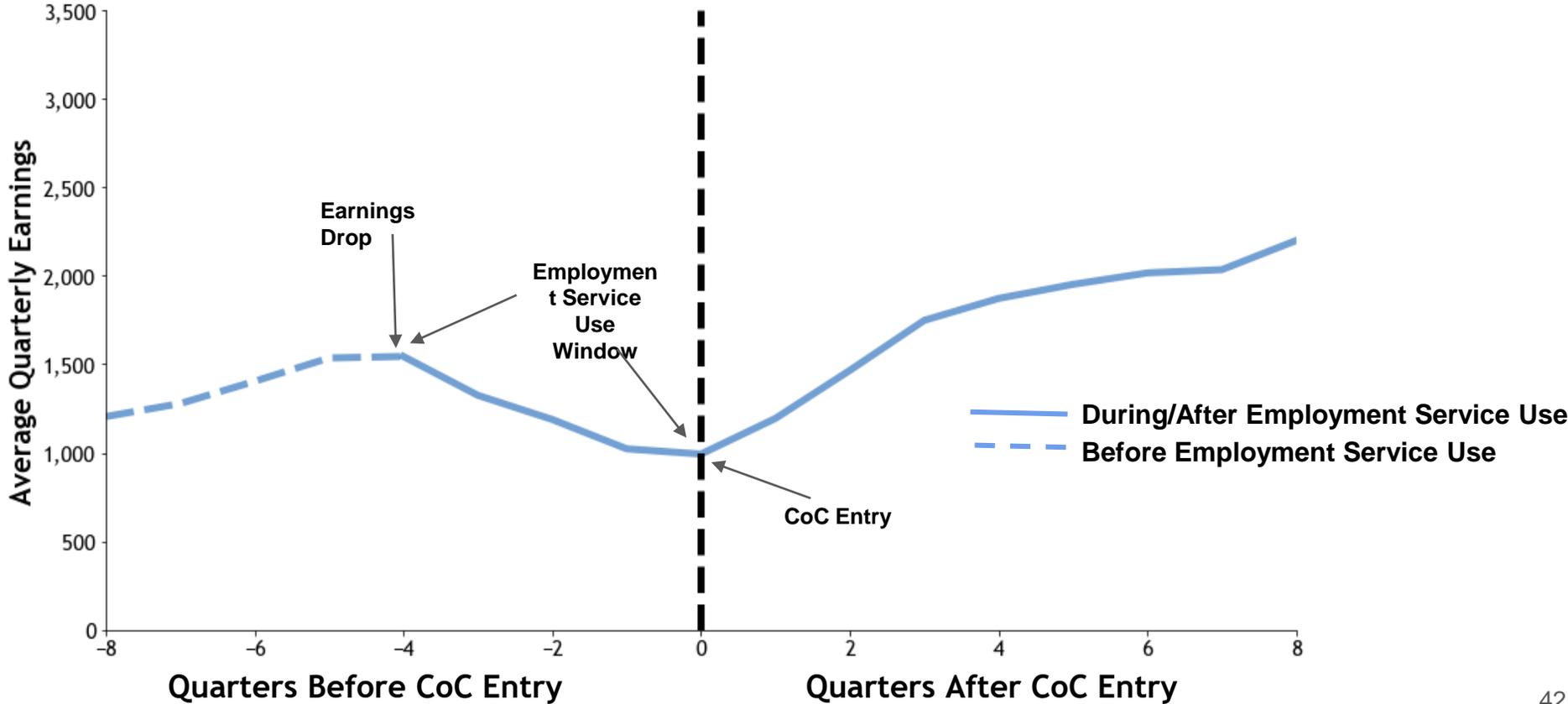
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AFTER EMPLOYMENT SERVICES

Over time, those who use employment services earn more than those who don't.

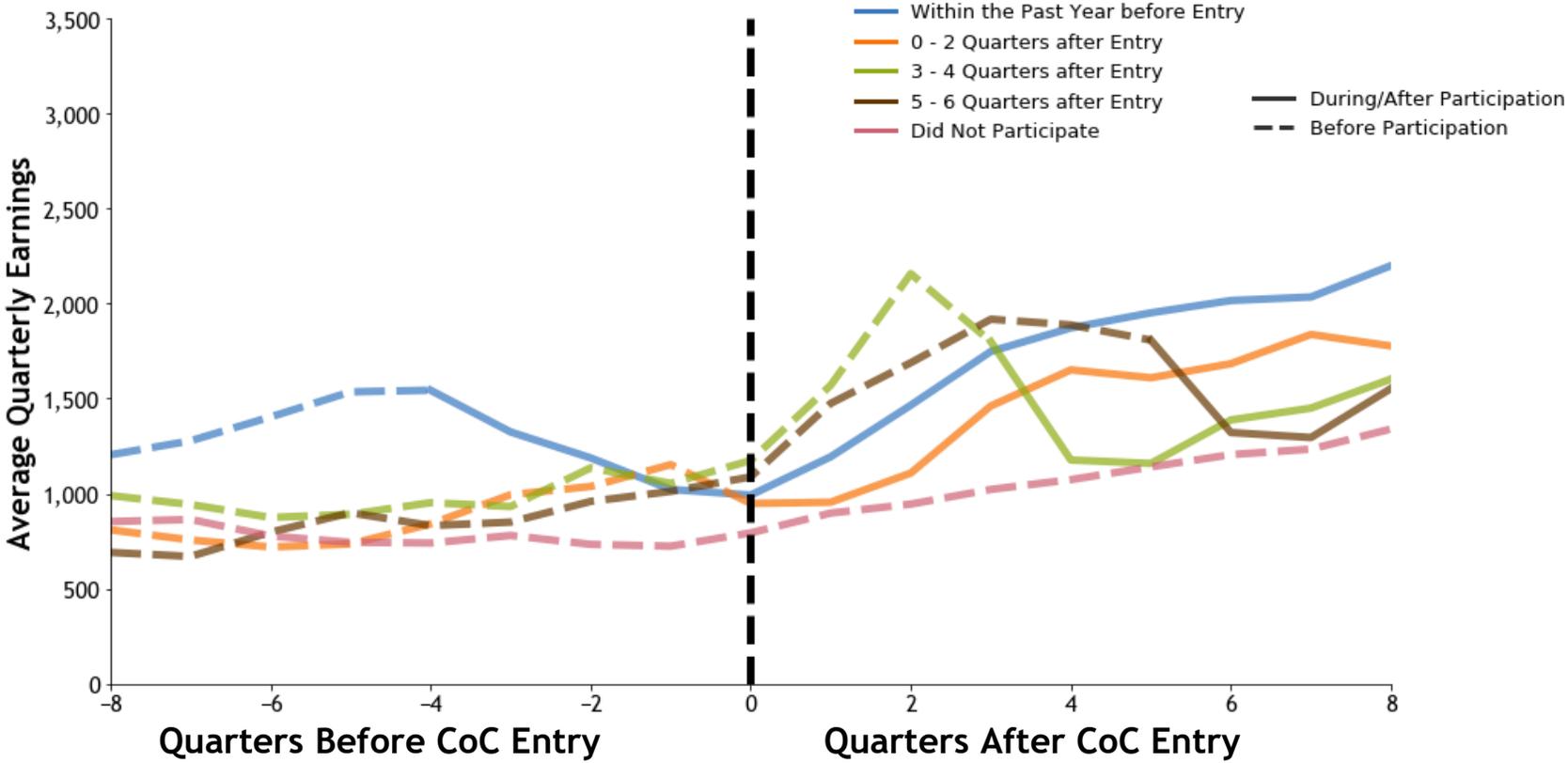
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From 2015-2016, about 660 earners used employment services in the year before they entered the CoC, often soon after their earnings dropped. After entering the CoC, their earnings gradually increased. It's unclear what factors lead to their earnings increase.



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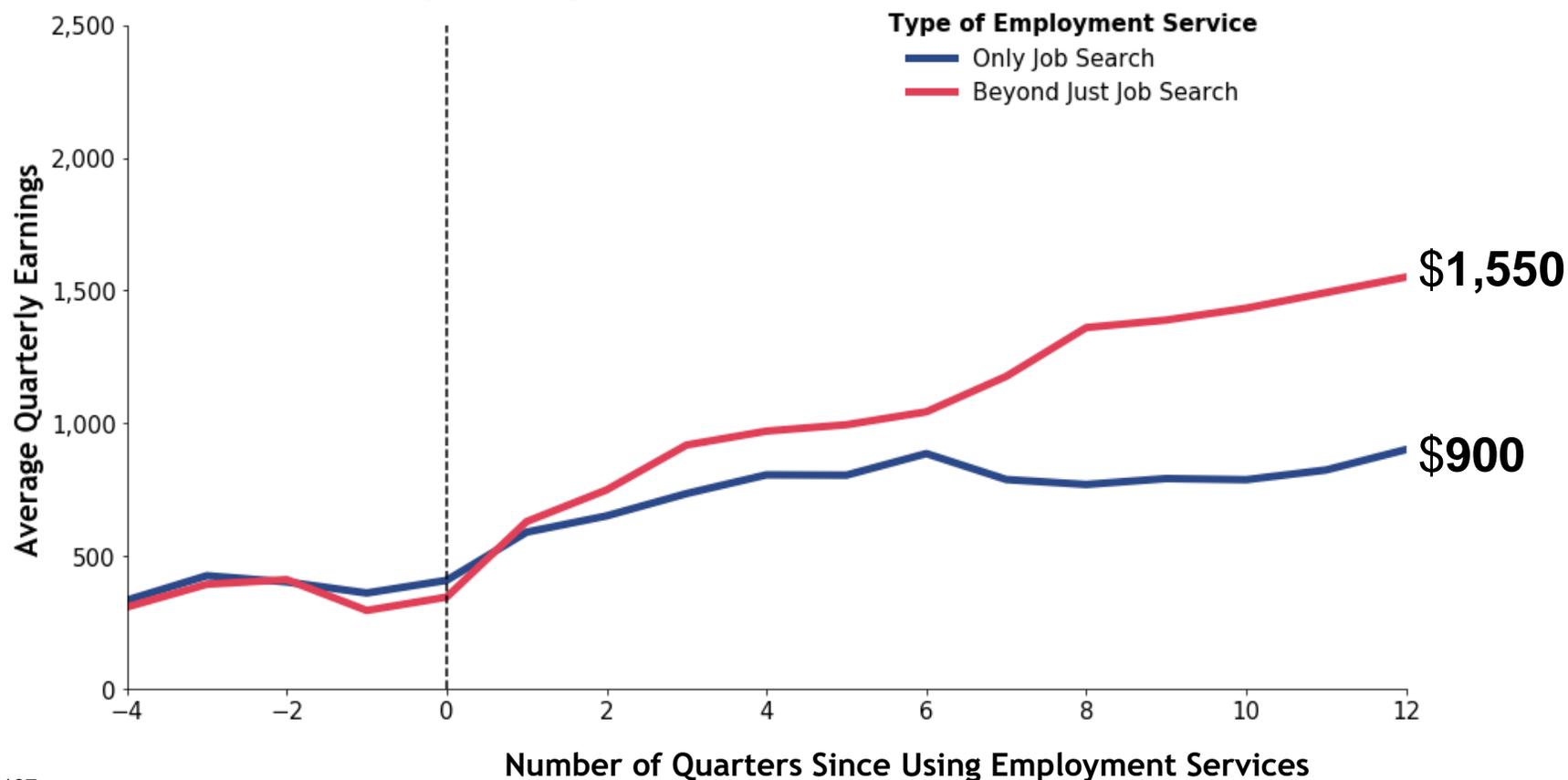
Over time, earners that use employment services earn more than those who never use employment services, even though the “never users” earn similarly before use.



Group Sizes
 Past Year: 659
 0-2 Quarters: 702
 3-4 Quarters: 241
 5-6 Quarters: 234
 Did Not Participate: 2,181

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For a small number of adult earners with three years of data available, those who used in-person employment services beyond just a job search earned an additional \$650 per quarter than those who only did a job search.



Group Sizes
Only Job Search: 187
Beyond Job Search: 542

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5 MINUTES

DISCUSSION

**FOR
FURTHER
CONSIDERATION**

Research Questions:

- Can data points like these be tracked regularly? What additional data would we need to collect in HMIS? How can we better ensure HMIS data accuracy?
- What would these results look like with MD and VA employment data?
- How would accounting for substance use and mental health affect the results?
- Which employment programs in DC work best for people in the CoC?
- What can we learn from families and single adults who exited the CoC and maintained stable housing and employment?
- Can we predict who will return to the CoC after exit?

**FOR
FURTHER
CONSIDERATION**

Policy and Program Questions (to test):

- How are people in the CoC referred to any employment services? Can referrals be increased?
- How can people entering AJCs and similar resource centers be encouraged to use more intensive employment services?
- Do people in the CoC need a specific type of employment service program? Or a different type of support program?
- How might we connect individuals in the CoC with jobs that are attainable and pay enough?

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